

WHAT IS CLAIMED IS:

- 1 1. A method of reducing employee resources through a planned
2 resource reduction, said method comprising:
3 identifying a surplus skill group;
4 creating at least one evaluation template for the
5 identified skill group, wherein each evaluation
6 template includes one or more review factors; and
7 storing the evaluation templates in a data store.
- 1 2. The method as described in claim 1 further comprising:
2 selecting an employee for surplus evaluation;
3 retrieving employee data corresponding to the selected
4 employee, wherein the employee data includes a skill
5 group for the selected employee;
6 locating one of the evaluation skill templates
7 corresponding to the retrieved skill group;
8 evaluating the selected employee using the located
9 evaluation template; and
10 storing the evaluation of the selected employee in a second
11 data store.
- 1 3. The method as described in claim 1 wherein the creating
2 further comprises:
3 retrieving one or more pre-existing evaluation templates;
4 and
5 copying one or more pre-existing review factors from the
6 pre-existing evaluation templates to the evaluation
7 template.

- 1 4. The method as described in claim 3 wherein the retrieving
2 further comprises:
3 receiving a skill group identifier from a user;
4 comparing the skill group identifier to a plurality of
5 stored identifiers, wherein each stored identifier
6 corresponds to a stored evaluation template; and
7 identifying the pre-existing evaluation templates from the
8 plurality of stored evaluation templates based on the
9 comparison.
- 1 5. The method as described in claim 1 further comprising:
2 storing the evaluation templates in a database managed by a
3 database management system.
- 1 6. The method as described in claim 1 further comprising:
2 receiving one or more job levels corresponding to the
3 identified skill group; and
4 creating one of the evaluation templates for each skill
5 group and job level combination.
- 1 7. The method as described in claim 1 further comprising:
2 receiving a skill group identifier from a user;
3 retrieving one of the evaluation templates based on the
4 skill group identifier;
5 modifying at least one of the review factors included in
6 the retrieved evaluation template in response to one
7 or more modification requests; and
8 storing the modified evaluation template in the data store.
- 1 8. An information handling system comprising:

2 one or more processors;
3 a memory accessible by the processors;
4 one or more nonvolatile storage devices accessible by the
5 processors;
6 an employee resource planning tool to plan employee
7 reductions, the employee resource planning tool
8 including:
9 means for identifying a surplus skill group;
10 means for creating at least one evaluation template
11 for the identified skill group, wherein each
12 evaluation template includes one or more review
13 factors; and
14 means for storing the evaluation templates in a data
15 store.

- 1 9. The information handling system as described in claim 8
2 further comprising:
3 means for selecting an employee for surplus evaluation;
4 means for retrieving employee data corresponding to the
5 selected employee, wherein the employee data includes
6 a skill group for the selected employee;
7 means for locating one of the evaluation skill templates
8 corresponding to the retrieved skill group;
9 means for evaluating the selected employee using the
10 located evaluation template; and
11 means for storing the evaluation of the selected employee
12 in a second data store.

- 1 10. The information handling system as described in claim 8
2 wherein the creating further comprises:

3 means for retrieving one or more pre-existing evaluation
4 templates; and
5 means for copying one or more pre-existing review factors
6 from the pre-existing evaluation templates to the
7 evaluation template.

1 11. The information handling system as described in claim 10
2 wherein the retrieving further comprises:
3 means for receiving a skill group identifier from a user;
4 means for comparing the skill group identifier to a
5 plurality of stored identifiers, wherein each stored
6 identifier corresponds to a stored evaluation
7 template; and
8 means for identifying the pre-existing evaluation templates
9 from the plurality of stored evaluation templates
10 based on the comparison.

1 12. The information handling system as described in claim 8
2 further comprising:
3 means for receiving one or more job levels corresponding to
4 the identified skill group; and
5 means for creating one of the evaluation templates for each
6 skill group and job level combination.

1 13. The information handling system as described in claim 8
2 further comprising:
3 means for receiving a skill group identifier from a user;
4 means for retrieving one of the evaluation templates based
5 on the skill group identifier;

6 means for modifying at least one of the review factors
7 included in the retrieved evaluation template in
8 response to one or more modification requests; and
9 means for storing the modified evaluation template in the
10 data store.

- 1 14. A computer program product stored in a computer operable
2 media for reducing employee resources through a planned
3 resource reduction, said computer program product
4 comprising:
5 means for identifying a surplus skill group;
6 means for creating at least one evaluation template for the
7 identified skill group, wherein each evaluation
8 template includes one or more review factors; and
9 means for storing the evaluation templates in a data store.
- 1 15. The computer program product as described in claim 14
2 further comprising:
3 means for selecting an employee for surplus evaluation;
4 means for retrieving employee data corresponding to the
5 selected employee, wherein the employee data includes
6 a skill group for the selected employee;
7 means for locating one of the evaluation skill templates
8 corresponding to the retrieved skill group;
9 means for evaluating the selected employee using the
10 located evaluation template; and
11 means for storing the evaluation of the selected employee
12 in a second data store.

- 1 16. The computer program product as described in claim 14
2 wherein the creating further comprises:
3 means for retrieving one or more pre-existing evaluation
4 templates; and
5 means for copying one or more pre-existing review factors
6 from the pre-existing evaluation templates to the
7 evaluation template.
- 1 17. The computer program product as described in claim 16
2 wherein the retrieving further comprises:
3 means for receiving a skill group identifier from a user;
4 means for comparing the skill group identifier to a
5 plurality of stored identifiers, wherein each stored
6 identifier corresponds to a stored evaluation
7 template; and
8 means for identifying the pre-existing evaluation templates
9 from the plurality of stored evaluation templates
10 based on the comparison.
- 1 18. The computer program product as described in claim 14
2 further comprising:
3 means for storing the evaluation templates in a database
4 managed by a database management system.
- 1 19. The computer program product as described in claim 14
2 further comprising:
3 means for receiving one or more job levels corresponding to
4 the identified skill group; and
5 means for creating one of the evaluation templates for each
6 skill group and job level combination.

1 20. The computer program product as described in claim 14
2 further comprising:
3 means for receiving a skill group identifier from a user;
4 means for retrieving one of the evaluation templates based
5 on the skill group identifier;
6 means for modifying at least one of the review factors
7 included in the retrieved evaluation template in
8 response to one or more modification requests; and
9 means for storing the modified evaluation template in the
10 data store.

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